

Costa Mesa 2020-2021 Budget Shortfall CMFA Agreement

City Counter – July 8, 2020

Temporary flex bucket reduction based on the monetary equivalent of 5% of step 3 of the range for the classification at which each member currently holds) to be applied over 24 consecutive pay periods starting the pay period that includes City Council approval. The annual Step 3 rates for each classification are as follows: firefighter: \$79,200; engineer: \$91,464; captain: \$105,648. As a result, the annual 5% reductions are as follows: firefighter: \$3,960; engineer: \$4,573.20; captain: \$5,282.40. These reductions shall be divided over 24 consecutive pay periods and shall cease after those 24 pay periods.

36-month extension of the MOU to June 30, 2024.

14-day FLSA work period effective July 1, 2022.

Additionally, if any of the other bargaining groups in the city receive monetary enhancements or increases in compensation or benefits on any date between July 1, 2022 and June 30, 2024, that exceeds the value of the 14 day FLSA work period equivalent of an across the board 2.0% wage increase, the CMFA membership will receive the difference in compensation or benefits above 2.0%. For purposes of implementation, the value of all monetary enhancements or increases shall be converted to an average across the board wage increase per member, and if that average in excess of the value of the 14 day FLSA work period of 2%, the CMFA members shall receive that difference.

During fiscal year 2020-21, the City agrees that employees covered by this memorandum of understanding cannot be subject to layoff from City employment.

If the City receives financial relief from the County of Orange, State of California, or the Federal Government for any issues related to the impact of COVID-19 in excess of \$40.5 million for Fiscal Year 2020/2021, each member of the Association will receive the 5% flex bucket reduction taken above back.

